



# **GLOBAL BIDDING AND ASSIGNMENT SYSTEM (GBAS) Pilot ANNOUNCEMENT 2015/2016 Public Health Advisor/Analyst, GS-685-13/14/15**

GBAS is a process to select a **Global Health Cadre** of eligible and qualified employees interested in long term global assignments. Assignment are initially for 2 years with an opportunity for extensions up to six years on one location or longer in other locations. This HHS-wide GBAS Pilot Announcement is an opportunity for reassignment, detail or repromotion actions only. Initial promotion opportunities will be filled using traditional recruitment methods.

**POSITION/ORGANIZATION/LOCATION/:** These positions are located in the Centers for Disease Control and Prevention (CDC), Health Resources & Service Administration (HRSA) and Substance Abuse and Mental Health Services Agency (SAMSHA) organizations and locations. The Initial Summary of Positions List can be viewed at: <http://www.hhs.gov/idealab/projects-item/global-staffing-accelerator/>.

## **WHO CAN APPLY?**

- This is open to all HHS permanent qualified employees in grades 13/14/15 eligible for reassignment, detail or repromotions;
- This also open for current Commissioned Corps Officers, equivalent rank for GS-13, 14, 15, as a Pillar position. PHS Commissioned Corps Officers interested in performing the duties of this position with the Commissioned Corps (CC) may apply online to this announcement. Candidates will be referred as (CC) personnel and not as candidates for conversion to a permanent career or career-conditional appointment.

## **BASIC QUALIFICATIONS:**

GS-13: Applicants must possess at least one year of specialized experience equivalent to at least the GS-12 grade level in the Federal Service. Specialized experience is experience which is directly related to the position which has equipped the applicant with the particular knowledge, skills and abilities (KSAs) to successfully perform the duties of the position to include experience providing management and operations or technical advice and assistance in the management and implementation of public health programs.

GS-14: Applicants must possess at least one year of specialized experience equivalent to at least the GS-13 grade level in the Federal Service. Specialized experience is experience which is directly related to the position which has equipped the applicant with the particular knowledge, skills and abilities (KSAs) to successfully perform the duties of the position to include experience management and operations or technical advice by managing public health programs on issues relating to the improvement of health care systems, strategies and services.



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GS-15: Applicants must possess at least one year of specialized experience equivalent to at least the GS-14 grade level in the Federal Service. Specialized experience is experience which is directly related to the position which has equipped the applicant with the particular knowledge, skills and abilities (KSAs) to successfully perform the duties of the position to include experience developing and formulating new programs and initiatives that are in accord with public health activities specific to the program where the position is located.

Applicants must meet the qualifications for reassignment or detail for the specific grade at the time of submission. However, you could also be considered for repromotion, if you are currently a lower grade than the GBAS position you are applying and you have previously held a permanent position at this grade or higher and are eligible for repromotion. You must submit the SF-50, Notification for Personnel Action, reflecting the highest permanent grade held for consideration.

**Highest known grade of position:** GS-13, 14 or 15 depending on what grade you currently hold and the grade of the position that is being filled. This is not for initial promotion opportunities. Only reassignment, detail and repromotion authorities.

## **ELIGIBILITY:**

- **Round 1** participants are current permanent HHS employees or Commissioned Corps Officers who have served at least 36 months on a current HHS overseas field assignment, or have previously completed a total of 48 continuous months overseas for HHS.
- **Round 2** participants are current permanent HHS employees or Commissioned Corps Offices who have served less than 48 continuous months of continuous overseas service or no overseas experience at HHS.

**COTA:** The establishment of a Career Opportunity Training Agreement (COTA) will not be considered.

**TRAVEL:** Occasional domestic and foreign travel is required after the initial permanent change of station (PCS) move.

## **EXPENSES:**

- Moving expenses, PCS, are authorized.
- Overseas expenses such as Post Differential, Danger Pay, Education Allowances and etc. are authorized as defined by the State Department Guidelines at <https://aoprals.state.gov/>.

**INCENTIVES:** Incentives may be provide for Hard-to-fill locations. These will be announced during the Bidding Process.

## **KEY REQUIREMENTS:**



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- U.S. Citizenship is required.
- Current supervisor must approve of applicants participation in the GBAS program.
- Service Agreement must be signed prior to selection into the CADRE
- Security clearance/Background investigation is required to be finalized prior to final assignment.
- Medical clearance for selectee and family member is required to be finalized prior to final assignment.
- Various training requirements are required to be completed prior to final assignment.
- Drug Screening may be required.
- Memorandum of Understanding (MOU) on Return Rights between the assignee, gaining and losing Agency/Program must be signed prior to finalizing an assignment.
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## **SPECIAL NOTES:**

- This announcement may be used to fill supervisory or lead positions.

**Bargaining unit position:** No

## **APPLICATION/REVIEW/ASSESSMENT/BIDDING/ASSIGNMENT PROCESSES:**

**Application Process:** Interested applicants submit their application package electronically to the [StaffingAccelerator@hhs.gov](mailto:StaffingAccelerator@hhs.gov) between **October 1 and midnight EST October 23, 2015**. The package must include the GBAS Checklist, Resume/CV, Appropriate SF-50s, most recent PMAP Evaluation or Commissioned Corps Officer's Effectiveness Report and other documents as applicable that are defined on the checklist. The GBAS Checklist is located at <http://www.hhs.gov/idealab/projects-item/global-staffing-accelerator/>. Once the package is complete, including your supervisor's signature for participation, please annotate "GBAS Application-PHA" in the e-mail subject line so the team can quickly identify your package. **If you are interested in multiple series, please also annotate that in the subject line. (Ex. "GBAS Applications PHA/Health Scientist.")**

**Review Process:** Resumes or CVs and the application package will be reviewed by Subject Matter Experts and HR Representatives. Candidates determined to be eligible and qualified will be submitted to the Assessment Team for evaluation.

**Assessment Process:** The initial evaluation is a review of your application resume/CV to rate the following overseas competencies. Once these candidates are rated/ranked, the top TBD number must participate in the assessment evaluation process. This process will include virtual activities such as interviews, timed writing samples, problem solving, small group problem solving, presentations and etc. These activities will evaluate the following overseas competencies.



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1. **Cultural Competence:** Acknowledges and incorporates, at all levels, the importance of culture, the assessment of cross-cultural relations, the need to be aware of the dynamics resulting from cultural differences, the expansion of cultural knowledge, and the adaptation of services to meet culturally unique needs.
2. **Building Global Partnerships:** Develops and strengthens internal and external partnerships that can provide information, assistance and support to the organization. Identifies and uses synergies across the organization and with external partners, to improve public health.
3. **Global Representation and Promotion:** Positions HHS as a leader in health issues. Gains support for HHS's mission. Coordinates, plans and communicates in a way that attracts support from intended audiences.
4. **Global Program and Policy Development:** Applies quantitative and qualitative methods to identify, compare, and select policy interventions that will achieve objectives and maximize outcomes most efficiently. Draws conclusions from qualitative and quantitative data and literature to identify opportunities and create plans for addressing public health problems.
5. **Complex Problem Solving and Decision Making:** Works with others to conduct analyses that identify problems and the solutions; with the ability to make clear, consistent, transparent decisions in an often ambiguous global, multicultural context.

**Selection Process:** Resumes/CVs and Assessment results will be reviewed by Subject Matter Experts and HR Representatives. The top number of candidates, by series, will be selected to the **Global Health Cadre**. The actual number will be determined by the number of Program positions available at the time the **Cadre** is selected. **Cadre** members are required to enter a written agreement to serve the initial two years in an overseas assignment. The **Cadre** and family members will participate in various activities to include orientations, training, medical/security clearances, briefings and etc. to prepare for a potential international assignment.

**Assignment Process:** Once the **Cadre** is selected and completes the necessary clearances and paperwork, the **Cadre** and Selecting Officials will use the Open Season Bidding season to rank their position/location preferences and selection preferences from the final Bid List. The **Cadre** and Selecting Official preferences will be provided to the Program Ranking Panels for final placement. The respective Human Resources Office (HRO) will notify the assignee on the final assignment, acquire the assignee's acceptance, initiate the written agreement between the employee's gaining and losing Agency/Program on the return rights, and negotiate the effective date of the action between the losing and gaining organizations. If the assignee is a Commissioned Corps Officer, the appropriate



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office will be contacted and the necessary paperwork is started. Once completed the assignee will complete the deployment procedures in preparation for a summer deployment report date.

Initial timeframes for the previous processes for each Round are located at <http://www.hhs.gov/idealab/projects-item/global-staffing-accelerator/>.

If you have questions, contact, [StaffingAccelerator@hhs.gov](mailto:StaffingAccelerator@hhs.gov).

## **REFERENCES:**

- <http://www.hhs.gov/idealab/projects-item/global-staffing-accelerator/>
- <http://www.globalhealth.gov/>
- <http://www.cdc.gov/globalhealth/>
- <http://www.hrsa.gov/>
- <http://www.samhsa.gov/>
- <https://aoprals.state.gov/> (State Department Allowances)